



STING FOOTBALL CLUB

OFFICIAL DOCUMENT

Code of Conduct to Protect Children

Introduction

Edmonton Sting FC has developed the following Child Protection Code of Conduct to guide employees and volunteers in their interactions with children. The safety, rights and well being of children we serve are at the core of our daily programs. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

Edmonton Sting FC is committed to ensuring all children are protected and safe.

All employees and volunteers at Edmonton Sting FC have a responsibility to act in the best interest of children and to uphold the highest standards of behavior.

Treating Children with Dignity and Maintaining Boundaries

All employees and volunteers must:

- Treat all children with respect and dignity
- Establish, respect and maintain appropriate boundaries with all children and families involved in soccer programming and associated activities delivered by Edmonton Sting FC.

It is important to monitor your own behaviour towards children, and pay attention to the behaviour of your peers to ensure that behaviour is appropriate and respectful, and will be perceived as such by others.

All of your interactions and activities with children:

- Should be known to, and approved by the Board (where applicable), and the parents/legal guardians of the child
- Tied to your duties
- Designed to develop the child's skills in the soccer program

Always consider the child's reactions to any activities, conversations, behaviour or other interactions. If at any time you are in doubt about the appropriateness of your own behaviour or the behavior of others, you should contact and discuss it with the Club Administrator (admin@edmontonsting.com), the designated person within our organization.

Examples of unacceptable behaviour towards a child include but are not limited to:

- embarrassing behaviour/comments
- Shaming
- Blaming
- Humiliating
- Negative comments

Staff and Volunteers of the organization must not:

- Engage in any sort of physical contact with a child that may make the child or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with a child within or outside of duties with the child, that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) the organization's mandate, policies, or Code of Conduct to Protect Children, regardless of whether or not they are serving the organization at that moment.
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is a staff volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

What is Inappropriate Behaviour

Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities delivered by Edmonton Sting FC. Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the Board of Directors having regard to all of the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

Inappropriate behaviour includes:

- Inappropriate Communication. Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. For example; Personal phone calls not tied to duties with the child, electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child, personal letters not tied to duties with the child, excessive communications (online or offline).
- Inappropriate Contact. Spending unauthorized time with a child outside of designated duties with the organization.
- Inappropriate pictures. Showing a child material that is sexual in nature, including, signs, cartoons, graphic novels, calendars, literature, photographs, screen savers, or displaying such material in plain view of a child, or making such material available to a child.
- Taking Personal Photos/Videos. Using a personal cell phone, camera or video to take pictures of a child, or allowing any other person to do so, as well as uploading or copying any pictures you may have taken of a child to the Internet or any personal storage device. Pictures taken as part of your job duties are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

- Favouritism. Singling out a child or certain children and providing special privileges and attention. (for example, paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate.)
- Intimidating or threatening a child. Singling out a child for criticism or negative intention. Group shaming, blaming. Making threats to do or be better associated with a negative consequence.
- Making fun of a child. Making comments, jokes which are centred around a child's appearance, behaviour, attitude etc.
- Inuendos / Telling sexual jokes to a child, or making comments to a child that are or is in any way suggestive, explicit or personal.

Reporting Requirements

All staff and volunteers must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not. Where to report:

- All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff/volunteer witnesses first-hand, must be promptly reported to police and/or the Government of Alberta Children and Family Services.
- All allegations or suspicions of inappropriate behaviour (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to Club Administrator (admin@edmontonsting.com), the designated person within our organization.

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the Club Administrator (admin@edmontonsting.com), the designated person within our organization who will support you through the process. Remember: You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or the Government of Alberta Children and Family Services.

If an allegation or suspicion of potentially illegal behaviour is reported to Edmonton Sting FC, Edmonton Sting FC will report the details received to the police and/or Government of Alberta Children and Family Services.

If an allegation or suspicion of inappropriate behaviour is reported to Edmonton Sting FC, we will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required. Edmonton Sting FC may request the assistance of Edmonton Minor Soccer Association (EMSA) as deemed appropriate.

In the case of inappropriate behaviour, Edmonton Sting FC reserves the right to refer the matter to the police and/or the Government of Alberta Children and Family Services whenever it deems it appropriate.

I agree to comply with the Code of Conduct to Protect Children at all times when engaged in official activities within Edmonton Sting FC.

Name, signed, role and date acknowledged.

